

**PAY DIFFERENTIAL 145**  
**RECRUITMENT AND RETENTION DIFFERENTIAL PAY – UNIT 12 AND EXCLUDED**  
**EMPLOYEES**

Established: 08/31/84

Revised: 07/01/99

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Rank and File:				8K	
Caltrans Heavy Equipment Mechanic	3713	R12	\$200 per pay period		A
Caltrans Heavy Equipment Mechanic Leadworker	6831				A
Equipment Materiel Specialist	1552				A
Heavy Equipment Mechanic	6834				B
Senior Equipment Materiel Specialist	1542				A
Excluded:					
Caltrans Highway Mechanic Supervisor	6828	S12	\$200 per pay period		A
Equipment Material Manager I	1540			A	
Mobile Equipment Superintendent	6848			B	

DEPARTMENT	
A	Department of Transportation: (Caltrans Shops 4, 7, 8, 11 and 12 only)
B	Department of Water Resources: (Castaic, Pearblossom, Byron, and Bakersfield/Lost Hills only)

CRITERIA	
•	Employees in Caltrans Shops 4, 7, 8, 11, and 12, and employees of the Department of Water Resources at Castaic, Pearblossom, Byron, and Bakersfield/Lost Hills are eligible for the differential.
•	The differential will be terminated upon movement from the approved classes or locations.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	Yes

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	Yes
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No